

FORM NLRB-501
(2-18)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
08-CA-270393Date Filed
12-17-2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer University Hospitals Health System		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C)	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C)
		h. Number of workers employed 100+
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identity principal product or service Health care service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. Since about **(b) (6), (b) (7)(C)** 2020 and continuing thereafter, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying **(b) (6), (b) (7)(C)** various employment opportunities or job vacancies in retaliation for **(b) (6)** protected concerted activity[ies].
2. Since about **(b) (6), (b) (7)(C)** 2020, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying the requests of **(b) (6), (b) (7)(C)** to utilize the policy favoring internal review (a complaint resolution process or its three-step grievance) procedure[s] for hearing employee disputes of various matters, including termination in violation of public policy, in retaliation for **(b) (6)** protected concerted activity[ies] consisting of but not limited to filing board charge[s] 08-CA-262258.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)**(b) (6), (b) (7)(C)**

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to my knowledge and belief.

(b) (6), (b) (7)(C)

Individual

(Print type name and title or office, if any)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

OH

Date

Dec 16, 2020WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418



Download
NLRB
Mobile App

December 18, 2020

(b) (6), (b) (7)(C)

Re: University Hospitals Health System
Case 08-CA-270393

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on December 17, 2020 has been docketed as case number 08-CA-270393. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Supervisory Attorney GREGORY GLEINE whose telephone number is (216)303-7365. If this Board agent is not available, you may contact Supervisory Field Attorney RUDRA CHOUDHURY whose telephone number is (216)303-7359.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlrb.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jennifer Hadsall". The signature is fluid and cursive, with the first name "Jennifer" and last name "Hadsall" clearly distinguishable.

JENNIFER A. HADSALL
Acting Regional Director



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

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December 18, 2020

(b) (6), (b) (7)(C)

Re: University Hospitals Health System
Case 08-CA-270393

Dear (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

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Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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have access to the means for filing electronically or why filing electronically would impose an undue burden.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jennifer Hadsall", written in a cursive style.

JENNIFER A. HADSALL
Acting Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

08-CA-270393

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (*Check the largest amount*):☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

UNIVERSITY HOSPITALS HEALTH SYSTEM

Charged Party

and

(b) (6), (b) (7)(C)

Charging Party

Case 08-CA-270393

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on December 18, 2020, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

December 18, 2020

Date

Cassandra Jones, Designated Agent of
NLRB

Name

/s/ Cassandra Jones

Signature

.


From: (b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, January 11, 2021 12:59 PM
To: Boerschinger, Eric
Cc: (b) (6), (b) (7)(C) uhhospitals.org
Subject: FW: (b) (6), (b) (7)(C) v. UH - NLRB Charge No. 08-CA-270393 [(b) (6), (b) (7)(C)]
Attachments: [Untitled].pdf

Mr. Boerschinger,

I have not heard back from you, so I am writing again to ask if I can get a complete copy of the charge, as ours is cut off. Also, we will need a slight extension until January 29, 2020. Please let me know if this is acceptable.

Kind regards,

(b) (6), (b) (7)(C)



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At the direction of the UH Law Department

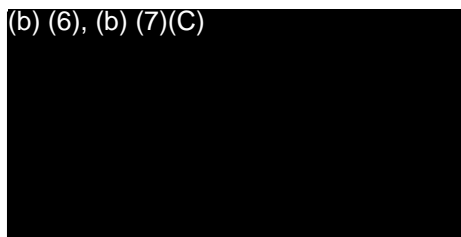
From: (b) (6), (b) (7)(C)
Sent: Monday, January 04, 2021 12:06 PM
To: 'eric.boerschinger@nrlb.gov' <eric.boerschinger@nrlb.gov>
Subject: (b) (6), (b) (7)(C) v. UH - NLRB Charge No. 08-CA-270393

Mr. Boerschinger,


University Hospitals is in receipt of the attached charge, and we are currently reviewing his allegations and preparing a response. As you can see, the copy we received is cut off. Is it possible for you to provide me with a complete copy of the charge?

Thank you!

(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)

A large black rectangular redaction box covering the top portion of the page.

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At the direction of the UH Law Department

Visit us at www.UHhospitals.org.

The enclosed information is STRICTLY CONFIDENTIAL and is intended for the use of the addressee only. University Hospitals and its affiliates disclaim any responsibility for unauthorized disclosure of this information to anyone other than the addressee.

Federal and Ohio law protect patient medical information, including psychiatric_disorders, (H.I.V) test results, A.I.Ds-related conditions, alcohol, and/or drug_dependence or abuse disclosed in this email. Federal regulation (42 CFR Part 2) and Ohio Revised Code section 5122.31 and 3701.243 prohibit disclosure of this information without the specific written consent of the person to whom it pertains, or as otherwise permitted by law.

.

From: Boerschinger, Eric
Sent: Monday, January 11, 2021 4:14 PM
To: (b) (6), (b) (7)(C)
Subject: University Hospitals Health System, 18-CA-270393
Attachments: 1-11-2021 letter.pdf; Charge 08-CA-270393.pdf

Dear (b) (6), (b) (7)(C):

Please see the attached letter and charge regarding the above-captioned case. Please feel free to contact me with any questions or concerns.

Sincerely,

Eric Boerschinger

National Labor Relations Board, Subregion 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, Wisconsin 53203
Tel: (414) 930-7192
Fax: (414) 297-3880



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

Agency Website: www.nlr.gov
Telephone: (414)297-3861
Fax: (414)297-3880

Agent's Direct Dial: (414) 930-7192

January 11, 2021

Via E-Mail Only:

(b) (6), (b) (7)(C)

Re: University Hospitals Health System
Case 08-CA-270393

Dear (b) (6), (b) (7)(C):

I am writing this letter to advise you that it is now necessary for me to take evidence from you regarding the allegations raised in the investigation of the above-captioned matter. Pursuant to your request, I have enclosed a copy of the above-captioned charge with this communication. As explained below, I am requesting to take affidavits on or before January 18, 2021, with regard to certain allegations in this case.

Allegations: The allegations for which I am seeking your evidence are as follows:

Since about (b) (6), (b) (7) 2020 and continuing thereafter, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by refusing to hire and/or refusing to consider to hire (b) (6), (b) (7)(C), with respect to various employment opportunities and/or job vacancies, in retaliation for (b) (6), (b) (7)(C) protected concerted activities, including, but not limited to filing a charge with the NLRB in Case 08-CA-262258. It is further alleged that since about (b) (6), (b) (7)(C) 2020, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying the requests of (b) (6), (b) (7)(C) to utilize the policy favoring internal review (a complaint resolution process or its three-step grievance) procedure[s] for hearing employee disputes of various matters, including termination in violation of public policy, in retaliation for his protected concerted activities, including, but not limited to filing a charge with the NLRB in Case 08-CA-262258.

Board Affidavits: I am requesting to take affidavits from any individuals you believe have information relevant to the investigation of the above-captioned matter. Please be advised that the failure to present representatives who would appear to have information relevant to the investigation of this matter, for the purposes of my taking sworn statements from them, constitutes less than complete cooperation in the investigation of the charge.

Position Statement: In the alternative, or in addition to providing sworn affidavits, I would request that you present a position statement that explains your view of the events described above. It is recommended that the position statement also include a legal argument in support of the Employer's position.

Documents: Please provide the following documents, along with any and all other evidence you deem to be relevant to the case:

1. Copies of all documents in the Employer's possession, from (b) (6), (b) (7) 2020 to the present, that relate to job applications, interviews, online applications, and other attempts by (b) (6), (b) (7)(C) to seek employment with the Employer. In this regard, it is requested that the Employer provide all documents reflecting the Employer's communications and deliberations regarding all attempts by (b) (6), (b) (7)(C) to seek employment with the Employer, including all notes, witness statements, memoranda, summaries or records of telephone conversations, summaries or records of personal conversations or interviews, e-mail messages, text messages, and other internal communications, regardless of the platform used to transmit such communications.
2. Copies of any lists of individuals who are considered ineligible to be hired by the Employer.

Date for Submitting Evidence: To resolve this matter as expeditiously as possible, you must provide your evidence and position in this matter by January 18, 2021. Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlr.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted.

Please contact me at your earliest convenience by telephone, (414) 930-7192, or e-mail, eric.boerschinger@nlrb.gov, so that we can discuss how you would like to provide evidence and I can answer any questions you have with regard to the issues in this matter.

Very truly yours,



Eric Boerschinger
Field Examiner

.


From: (b) (6), (b) (7)(C)@UHhospitals.org>
Sent: Thursday, January 14, 2021 10:24 AM
To: Boerschinger, Eric
Cc: Manson, Marcie; {F330518}.LEGAL@UHFILESTAPP06.uhhospitals.org
Subject: RE: University Hospitals Health System, 18-CA-270393 [UH-(b) (6), (b) (7)(C)]

Mr. Boerschinger,

We will provide our responsive statement on January 18, but we will need more than a week to gather the responsive documents. (b) (6), (b) (7)(C) has applied for 60 positions with UH since the termination of (b) (6) employment. (b) (6) filed applications for positions in many different departments, and there are different recruiters for each department. We are in the process of gathering these documents, but there are a lot of people we need to get documents from in response to your request.

If we could have until February 4 to provide the documents requested in your January 11 letter, that should give us sufficient time. Please let me know if this is acceptable.

(b) (6), (b) (7)(C)



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At the direction of the UH Law Department

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Sent: Monday, January 11, 2021 4:14 PM
To: (b) (6), (b) (7)(C)@UHhospitals.org>
Subject: University Hospitals Health System, 18-CA-270393

External E-mail: Careful opening links or attachments.

Dear (b) (6), (b) (7)(C):

Please see the attached letter and charge regarding the above-captioned case. Please feel free to contact me with any questions or concerns.

Sincerely,

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Tel: (414) 930-7192
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Federal and Ohio law protect patient medical information, including psychiatric_disorders, (H.I.V) test results, A.I.Ds-related conditions, alcohol, and/or drug_dependence or abuse disclosed in this email. Federal regulation (42 CFR Part 2) and Ohio Revised Code section 5122.31 and 3701.243 prohibit disclosure of this information without the specific written consent of the person to whom it pertains, or as otherwise permitted by law.


.

From: (b) (6), (b) (7)(C) @UHHospitals.org>
Sent: Monday, January 18, 2021 12:35 PM
To: Boerschinger, Eric
Cc: Manson, Marcie; {F330518}.LEGAL@UHFILESTAPP06.uhhospitals.org
Subject: Case No. 08-CA-270393- (b) (6), (b) (7)(C) 1
Attachments: (b) (6), (b) (7)(C) - NLRB Response 2021.01.18.pdf; (b) (6), (b) (7)(C) - Exhibits to NLRB Position Statement 2021.01.18.pdf

Mr. Boerschinger,

I have e-filed the attached response on the NLRB website as instructed, and am sending this to you as a courtesy copy. As previously stated, we are working on getting the documents together that were requested in your January 11, 2021 letter. I will e-file/send those to you by February 4, 2021.

(b) (6), (b) (7)(C)



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At the direction of the UH Law Department

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VIA ELECTRONIC FILING

Eric Boerschinger
National Labor Relations Board
Region 18
Federal Office Building
212 3rd Avenue S, Suite 200
Minneapolis, MN 55401-2221

Re: University Hospitals Case No.
08-CA-270393

Dear Mr. Boerschinger:

This letter is the Statement of Position of University Hospitals (“UH”) in response to the above-referenced unfair labor practice charges filed by (b) (6), (b) (7)(C) ¹ (b) (6), (b) (7)(C) alleges claims of retaliation against (b) (6), (b) (7)(C) for allegedly practicing protected concerted activities and filing three NLRB charges, which are still pending with the NLRB. (b) (6), (b) (7)(C) claims UH violated Section 7 of the National Labor Relations Act (“NLRA”). (b) (6), (b) (7)(C) claims are without merit, and the Charge should be dismissed, absent withdrawal.

Hospital Policies. The Hospital has written employment policies, at least three of which may be relevant to the Charge: (1) Anti-Harassment and Non-Discrimination policy (HR-20), which expressly prohibits UH from committing unlawful discrimination based on various protected factors; (2) Attendance (HR-71); and (3) Complaint Resolution (HR-83).²

I. FACTUAL BACKGROUND

Founded over 150 years ago in 1866, UH began as a single hospital in a two-story house in Cleveland, Ohio. From those humble beginnings, UH has grown into Northeast Ohio’s largest network of primary care physicians, outpatient centers, and hospitals. UH is one of the nation’s

¹ The information in this correspondence is based upon University Hospitals’ preliminary investigation and reflects its understanding of the events relevant to your inquiry. This letter includes only information about which University Hospitals is aware at this time. University Hospitals reserves the right to supplement, modify, or amend the record at any time with additional or newly discovered information. Further, the information contained in this letter does not constitute a waiver of University Hospitals’ right to respond to and controvert the allegations in any charge filed by the Charging Party at a later date in any other forum or any other National Labor Relations Board proceeding.

² The cited policies are attached as Exhibit A.

leading health care systems, providing award-winning, patient-centered care that meets the highest standards for quality and patient-safety.

Of note, (b) (6), (b) (7)(C) has filed three other charges with the NLRB against UH. UH incorporates by reference herein its response dated August 12, 2020 to Charge Nos. 08-CA-262173, 08-CA-262258, and 08-CA-263654. As noted in those responses, UH had no knowledge of (b) (6), (b) (7)(C) alleged protected activity, and it was not possible that UH retaliated against (b) (6), (b) (7)(C) then. And now, in (b) (6), (b) (7)(C) current charge, there simply is no evidence that UH is retaliating against (b) (6), (b) (7)(C) for filing charges against UH, or (b) (6), (b) (7)(C) prior alleged protected activity.

A. Allegation of Retaliation: Denial of employment opportunities

In (b) (6), (b) (7)(C) Charge, (b) (6), (b) (7)(C) claims that since about (b) (6), (b) (7)(C) 2020, UH has denied (b) (6), (b) (7)(C) various employment opportunities or job vacancies. (b) (6), (b) (7)(C) claims this is in retaliation for (b) (6), (b) (7)(C) partaking in protected concerted activity[ies]. This is simply not true. First, the recruiters and managers making the decision of whether to consider (b) (6), (b) (7)(C) for any positions have no knowledge of (b) (6), (b) (7)(C) prior allegations and charges and, therefore, it is impossible that they are retaliating against (b) (6), (b) (7)(C) for alleged protected concerted activity. Second, (b) (6), (b) (7)(C) has applied for 60 positions with UH since the termination of (b) (6), (b) (7)(C) employment. 53 of those applications are inactive ((b) (6), (b) (7)(C) was not qualified for the position, the position was filled, or the job posting was cancelled). The remaining seven positions that (b) (6), (b) (7)(C) applied for are still open, and if (b) (6), (b) (7)(C) meets the qualifications for the position, (b) (6), (b) (7)(C) will be considered. It should be noted that, as with all applicants, (b) (6), (b) (7)(C) prior work history and the reason for the termination of (b) (6), (b) (7)(C) employment (attendance) will be taken into consideration with (b) (6), (b) (7)(C) application, but it will not preclude (b) (6), (b) (7)(C) from being considered. There simply is no evidence of retaliation for any alleged protected concerted activity. Given the number of applications (b) (6), (b) (7)(C) has filed since June, and looking at the types of positions (b) (6), (b) (7)(C) is applying for, it appears that (b) (6), (b) (7)(C) is applying for every position, whether (b) (6), (b) (7)(C) meets the minimum qualifications or not. It is curious that (b) (6), (b) (7)(C) is applying for so many positions – some of which (b) (6), (b) (7)(C) is not even qualified for – then makes a claim that UH is denying (b) (6), (b) (7)(C) employment opportunities.

B. Allegation of Retaliation: Denial of Request for Complaint Resolution Process

In (b) (6), (b) (7)(C) Charge, (b) (6), (b) (7)(C) claims that since about (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C), UH has interfered in (b) (6), (b) (7)(C) “right” to “utilize the policy in favouring internal review (a complaint resolution process or its three-step grievance) procedure(s) for hearing employee disputes of various matters, including termination in violation of public policy,” and in retaliation against (b) (6), (b) (7)(C). This, too, is simply not true. (b) (6), (b) (7)(C) employment was terminated for violation of the Attendance policy. According to UH Policy HR-83, Complaint Resolution, the following violations are not eligible for the Complaint Resolution Process (“CRP”):

Corrective actions that are ineligible for the complaint resolution process include HIPAA cases reviewed by the Corrective Action Committee, performance evaluations, job selection decisions, violations of attendance where the department policy was followed consistently, violations of law that you cannot perform the duties of your position, disqualifying convictions in accordance with HR-8 or refusal to comply with mandated EAP referrals/screenings.

UH applies the Attendance policy consistently to each UH employee. UH also, in accordance with HR-83, consistently denies access to the CRP for attendance violations. (b) (6), (b) (7)(C) consistently violated the policy and, as such, (b) (6), (b) (7)(C) employment was terminated.

Additionally, (b) (6), (b) (7)(C) makes it sound as though there are two different grievance processes. (b) (6), (b) (7)(C) references “a complaint resolution process or its three-step grievance.” It should be clarified that UH only has one grievance process for employees who receive a Corrective Action, and that is the CRP referenced in HR-83. Again, because (b) (6), (b) (7)(C) employment was terminated for violation of the attendance policy, (b) (6), (b) (7)(C) was not eligible for the CRP process.

ARGUMENT

A. (b) (6), (b) (7)(C) cannot make out a *prima facie* case of retaliation.

(b) (6), (b) (7)(C) cannot demonstrate that UH unlawfully retaliated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) alleged protected concerted activities. In cases where, as here, an employee alleges that (b) (6), (b) (7)(C) suffered adverse action because of protected concerted activities, the Board applies the familiar burden-shifting test set forth in *Wright Line*, 251 NLRB 1083, 1089 (1980), *enfd.*, 662 F.2d 899 (1st Cir. 1981). *See also NLRB v. Transportation Management Corp.*, 462 U.S. 393, 395 (1983) (approving *Wright Line* analysis).

Under *Wright Line*, the General Counsel must prove by a preponderance of the evidence that an employee’s protected conduct was a motivating factor in the employer’s action against the employee. *Aliante Casino & Hotel*, 364 NLRB No. 80, slip op. at 40 (2016). In this analysis, the General Counsel has the initial burden of establishing the existence of protected activity, knowledge of that activity by the employer, and animus against the employee’s protected conduct. *Donaldson Bros. Ready Mix, Inc.*, 341 NLRB 958, 961 (2004). Here, as noted above, individual UH decision-makers with respect to the job applications had no knowledge of (b) (6), (b) (7)(C) protected activity. On this basis alone, (b) (6), (b) (7)(C) claims must fail. If the General Counsel carries this initial burden, the burden shifts to the employer to prove, as an affirmative defense, that it would have taken the same action even in the absence of the protected activity. *Wright Line*, 251 NLRB at 1089.

To establish a *prima facie* case of unlawful motivation in the first part of the *Wright Line* test, the General Counsel must prove not only that the employer knew of the employee’s activities or sympathies, but also that the timing of the alleged reprisals was proximate to the protected activities and that there was animus to “link the factors of timing and knowledge to the improper motivation.” *United Federation of Teachers Welfare Fund*, 322 NLRB 385, 392 (1996) (citing *Hall Construction v. NLRB*, 941 F.2d 684 (8th Cir. 1991)).

Here, there is no evidence that UH applied its policies any differently toward (b) (6), (b) (7)(C) as they would to any other employee who violated the same attendance policy. The fact that (b) (6), (b) (7)(C) filed three NLRB charges and an OCRC charge play no part in (b) (6), (b) (7)(C) ability to apply for other positions or take part in the CRP process. And, because (b) (6), (b) (7)(C) employment was terminated for violation of the Attendance Policy, (b) (6), (b) (7)(C) is not eligible for the CRP process, nor would any other

employee terminated for the same reason.

In sum, (b) (6), (b) (7)(C) has failed to show that the Hospital has retaliated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) alleged protected concerted activity. Thus, (b) (6), (b) (7)(C) cannot make out a *prima facie* case of retaliation under *Wright Line*.

II. CONCLUSION

At bottom, UH did no more than terminate the employment of an employee who violated Hospital policy. (b) (6), (b) (7)(C) is eligible for rehire, but given the nature of (b) (6), (b) (7)(C) termination, CRP is not available to (b) (6), (b) (7)(C) allegation that the Hospital was denying (b) (6), (b) (7)(C) any right or process is simply not valid and cannot serve as the basis for a valid charge under Section 7. For that reason, (b) (6), (b) (7)(C) claims should be dismissed absent withdrawal.

Should you need any additional information, please do not hesitate to reach out to me at your convenience.

Very truly yours,

/s/ Marcie Manson

Deputy General Counsel
University Hospitals

EXHIBIT A

HR-20 – Anti-Harassment and Non-Discrimination

Key Points

- This policy applies to all employees, medical staff, students, and contractors throughout University Hospitals (UH) facilities.

Policy

1. UH is committed to providing employment, training, compensation, benefits, tuition assistance, promotion, layoff, transfer, social and recreational programs, termination, demotion, administration of policy and other terms and conditions of employment without regard to an individual's race, color, national origin, age, religion, disability, gender, sexual orientation, gender identity, marital status or military status.
2. UH is committed to providing a working environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive or disruptive, including sexual harassment.
3. Actions, words, jokes or comments based on an individual's gender, race, color, national origin, age, religion, disability, sexual orientation, or any other legally protected characteristic will not be tolerated.
4. All UH employees, medical staff, students and contractors may not engage in any conduct that may be considered discriminatory or harassing and are responsible for avoiding, discouraging and reporting any form of discrimination or harassment.
5. Any supervisor or manager must report the alleged sexual or other unlawful harassment to Human Resources so it can be investigated in a timely and confidential manner.
6. All reports of harassment will be fully investigated and, when it is determined that harassing behavior has occurred, corrective action will be taken, up to and including discharge.

Procedure

1. Any individual who experiences or witnesses unlawful harassment or discrimination in the workplace, including discrimination or harassment on the basis of employment, training, compensation, benefits, tuition assistance, promotion, layoff, transfer, social and recreational programs, termination, demotion, administration of policy and other terms and conditions of employment

without regard to an individual's race, color, national origin, age, religion, disability, gender, sexual orientation, gender identity, marital status or military status, must report it immediately in writing to his/her supervisor. If the supervisor is unavailable or the individual believes it would be inappropriate to contact that person, he/she should immediately contact the Human Resources Department. In addition, individuals may contact the UH Integrity Line at **1-800-227-6934**.

2. Any individual may raise concerns and make reports without fear of reprisal or retaliation. Examples of reprisal or retaliation may include but are not limited to an employee receiving a lower performance evaluation or a change to his/her work schedule which is not based on business necessity, etc.
3. All complaints will be handled in a timely and confidential manner to the extent possible, recognizing that the investigation may necessitate interviews and other inquiries. In no event will information concerning a complaint be released by UH to third parties or to anyone within the health system who is not involved with the investigation or to whom a report is to be given (e.g., senior management, Board of Directors). No one involved is permitted to discuss the subject outside the investigation. The purpose of this provision is, to the extent possible, to maintain the anonymity of the individual who files a complaint, to encourage the reporting of any incidents or harassment or discrimination, and to protect the reputation of any individual wrongfully charged with harassment or discrimination.
4. Investigation of a complaint will normally include conferring with the parties involved and any named or apparent witnesses.
5. If an investigation reveals that a complaint is valid, prompt appropriate corrective action designed to stop the harassment or discrimination immediately and to prevent its recurrence will be taken. Appropriate corrective action will be taken up to and including imposition of job restrictions, additional training requirements or discharge.

Definitions

Individual:

An applicant, employee, medical staff member, student or contractor.

Discrimination:

To differentiate, show favoritism, categorize or classify in the provision of employment opportunities, benefits or privileges, working conditions, or standards of employment if the basis of that treatment is race, color, national origin, age, religion, disability, gender, sexual orientation, gender identity or marital status (e.g., job assignments, transfers, promotions or budget decisions based on an individual's race or age).

Harassment:

A form of discrimination when an individual exhibits behavior that is offensive because it references race, color, national origin, age, religion, disability, gender, sexual orientation, gender identity or marital status (e.g., use of racial slurs and telling jokes concerning these characteristics).

Retaliation:

An adverse employment action defined as a materially adverse change in the terms and conditions of employment. (examples include: termination, pay reduction)

Sexual harassment:

A form of discrimination based on gender that may involve the behavior of a person of either gender against a person of the opposite or the same gender.

Unwelcome sexual advances (either physical or verbal), requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment,
- Submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions affecting that individual, or
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance, or creating an intimidating, hostile or offensive work environment.

The following are examples of sexual harassment:

- Unwanted sexual advances.
- Offering employment benefits in exchange for sexual favors.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual contact that includes leering, making sexual gestures, or displaying sexually suggestive objects or pictures, cartoons or posters.
- Verbal conduct that includes making or using derogatory comments, epithets, slurs or jokes.
- Verbal sexual advances or propositions.
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes, telephone calls, emails or invitations.
- Physical conduct that includes touching, assaulting or impeding or blocking movements.
- Email messages or jokes about sexual subjects or gender stereotypes.
- Talking about your own sex life or speculating about the sex lives of coworkers.

NOTE: This list is not intended to be all-inclusive.

SEE ALSO:

UH System-wide Policies and Procedures

IS-1, Internet Use

HR-43 Workplace Violence

HR-63 Professional Behavior

HR-72 Corrective Action

Approvals	
(b) (6), (b) (7)(C)	 Date
	 Date

HR-71 – Attendance

Key Points

- This policy applies to all University Hospitals regular full-time and part-time non-supervisory employees.

Policy & Procedure

1. Definitions:

1.1. No Fault Policy:

If an employee is absent for any reason other than approved time off, the absence counts as an occurrence of absenteeism.

For purposes of this policy, the following will not be counted as occurrences of absence:

- * approved leaves of absence (See HR-70 Leaves of Absence, HR-19 FMLA)
- * approved workplace illnesses and injuries, off duty due to known exposure to patient communicable disease per Infection Control or Corporate Health Services
- * scheduled paid time off (PTO), pre-approved time off for medical appointments, or scheduled vacation time
- * jury duty and/or bereavement leave

NOTE: The fact that an employee presents a physician's note does not preclude an occurrence of absence being charged.

1.2. Call-Off:

Notifying the supervisor in charge of an absence in accordance with departmental policy and procedure. Instances of failure to notify the supervisor in charge of any absence according to the department's policy and procedures. (i.e. Late Call-Offs) will be subject to corrective action.

1.3. Scheduled Shift:

Any day or part of a day for which an employee is assigned to work. Any shift or part of a shift that an employee agrees to work in addition to their original scheduled hours.

1.4. Occurrence of absence:

1.4.1. Being away from the job for 25% or more of a scheduled shift. This applies to straight time and overtime. If an employee receives PTO or vacation time pay for an unscheduled absence, it is still considered to be an occurrence of absence.

1.4.2. Each day of absence will count as one occurrence. Consecutive scheduled days of absenteeism due to the employee's own illness

will count as one occurrence a maximum of 2 times per attendance year. After that, additional consecutive days of absenteeism due to the employee's own illness would count as one occurrence per day absent.

- 1.4.3. In instances where a request for scheduled paid time off was not approved, each day of absence will be considered as a separate occurrence.

NOTE: FMLA may be initiated any time an eligible employee experiences an overnight stay in the hospital, a period of incapacity of more than 3 consecutive calendar days or is absent on an intermittent basis for a reason that qualifies under the FMLA regulation.

1.5. Pattern:

A predictable or regular sequence of absences. An employee who has developed a pattern of absenteeism is subject to the corrective action process. The following examples are not all inclusive:

- 1.5.1. A Pattern of calling off the day before or after a scheduled day off.
- 1.5.2. A Pattern of calling off when scheduled to work a holiday.
- 1.5.3. Calling off for multiple days on a patterned basis.
- 1.5.4. Abuse of the rolling 12-month period
- 1.5.5 A pattern of calling off consecutive days in a row due to the employee's own illness. (i.e. Calling off for 2 or 3 days at a time more than twice in a 12 month period.)

NOTE: A pattern may develop over a period of weeks, months or in some cases, year to year.

1.6. No call/no show:

Absence from a scheduled shift without notification. The first day of no call/no show will be subject to a confirmation of counseling if the employee has no current corrective action. If the employee has a current corrective the next level of corrective action should be applied. Each additional day of no call/no show will result in advancing two levels of progressive corrective action (i.e. employee at confirmation of counseling will advance to final warning level with a 2nd no call/no show) subject to qualifying Family & Medical Leave Act (FMLA) time.

Any employee who has three consecutive days of no call/no show on days when he/she was scheduled to work could be assumed as voluntary termination

2. Policy:

- 2.1. Attendance is an important factor of every employee's total work performance and will be included as a factor in any performance evaluation.
- 2.2. Each manager will administer the policy in a fair and consistent manner while using management discretion to determine required action in cases of absenteeism issues.
- 2.3. Each manager or department will monitor the attendance pattern of the employees in his/her work group.

- 2.4. It is the manager's discretion based on scheduling and the department workload whether or not to approve time off.
- 2.5. Tracking Occurrences:
- 2.5.1. Attendance Year Definition: the rolling 12 months prior to the most recent occurrence of an attendance infraction. Once an occurrence is older than 12 months, it will not be considered part of the attendance year and cannot be used for further corrective action unless it is a pattern.
- 2.5.2. Any employee who accumulates 6 occurrences of unscheduled absences within any consecutive 12-month period will be subject to progressive corrective action up to and including discharge. The employee must complete 12 months from the date of the last occurrence without acquiring any additional unscheduled occurrences of absences to avoid progressive corrective action. Each occurrence after the first 6 will progress the level of action taken depending on where the employee is in the corrective action process at the time of the attendance infraction.
- * 6 occurrences = next level corrective action
 - * 7 occurrences = next level corrective action
 - * 8 occurrences = next level corrective action
 - * 9 occurrences = next level corrective action
- 2.5.3. Absence
- 2.5.3.1. Each occurrence of absence as defined above (1.3) will count as one occurrence.
- 2.5.4. Tardiness / Early Leave / Kronos Punch Violations:
- 2.5.4.1. Tardiness will be tracked according to departmental policy and procedures. Employees who fail to adhere to department policy and procedures will be subject to progressive disciplinary action up to and including discharge.

APPROVALS	
(b) (6), (b) (7)(C)	_____ Date 6/13/17
_____ APPROVED BY PPG	_____ Date 6-5-17

HR-83 – Complaint Resolution

Key Points

- The complaint resolution process exists to facilitate communication between University Hospitals (UH) management and employees.
- The process provides an employee with the opportunity to have his/her concerns regarding formal corrective action addressed and resolved in a timely manner, through a fair and impartial process.

Policy & Procedure

1. This policy applies to all regular full-time and part-time employees in non-supervisory positions who have completed their initial employment period.
 - 1.1. The complaint resolution process is an internal, confidential¹ procedure. Therefore, the process will include only employees of UH with the exception of witnesses². Neither the department nor the employee may have legal counsel present.
 - 1.2. Tape recorders or recording devices are not permitted.
2. The employee must contact their Human Resources' (HR) Representative and express the intention to begin the Complaint Resolution process. An employee may obtain a blank form from their entity HR Representative. The employee may submit the names of witnesses. This must be done within four (4) response days³ of the receipt of a corrective action in order to schedule a meeting.
3. Employees should contact their Human Resources Representative to determine eligible complaints⁴. Corrective actions that are ineligible for the complaint resolution process include HIPAA cases reviewed by the Corrective Action Committee, performance evaluations, job selection decisions, violations of attendance where the department policy was followed consistently, violations of law that you cannot perform the duties of your position, disqualifying convictions in accordance with HR-8 or refusal to comply with mandated EAP referrals/screenings. These examples are not intended to be all inclusive and meant to serve only as a guide.
4. Step One Meeting: Present Written Complaint to the Department Representative⁵.

- 4.1. Participants at Step One Meeting will include the employee, department representative and the Human Resources Representative.
- 4.2. During the Step 1 meeting, the employee will present the completed Complaint Resolution Form⁶ to the department representative for discussion as well as any other pertinent documentation.
- 4.3. If either party fails to appear within 15 minutes of the scheduled start time of the Step One, the complaint decision shall be made in favor of the party who is present.
- 4.4. The department representative will provide a written answer within four (4) response days after the Step 1 meeting.
- 4.5. The department representative's decision will be final for all Corrective Actions up to and including the Warning level. If the employee is not satisfied with the department representative's answer, the complaint may proceed to Step Two. Cases of Discharge and Corrective Actions at the Final Warning and Suspension levels may proceed to Step Two.
5. **Step Two: Peer Resolution Committee Meeting⁷**
 - 5.1. The employee must inform the HR Representative to request to move forward with the Step Two Meeting within four (4) response days after receipt of the decision of the Step One.
 - 5.2. The HR Representative will provide copies of the Complaint Resolution Form and any appropriate related documents to the Peer Resolution Committee.
 - 5.3. Participants at Step Two include the employee, department representative, the three member Peer Resolution Committee (the committee), and the Complaint Resolution Moderator⁸. The employee and the department representative will each be supported by a HR Representative.
 - 5.4. The employee and the department must submit the names of witnesses who will be attending the committee meeting to the HR representative. Witnesses must have first-hand knowledge of the facts surrounding the issues. The HR Representative will notify the Moderator of the names of the witnesses. Any witness names not submitted accordingly will not be permitted to present information.
 - 5.5. A moderator will preside over all Step Two meetings and will have final authority to decide all procedural questions.
 - 5.6. The Committee will meet with the employee and department individually. Each will have 1 hour to present the facts of the issue.
 - 5.7. If either party fails to appear within 15 minutes of the scheduled start time of the Step Two meeting, the complaint resolution decision will be made in favor of the other party.
 - 5.8. The committee shall evaluate all of the relevant facts surrounding the current issue before it renders its decision on the complaint. The decision will be based only upon this information. The role of the committee is to uphold, revise or remove the Corrective Action. The Committee must apply all existing hospital policies and procedures, and has no power to add to/delete from or in any way modify any policy, procedure or practice.
 - 5.9. The decision of the Committee is final and the decision cannot be appealed.

SEE ALSO:

UH Policies and Procedures
HR-71, Attendance
HR-72, Corrective Action

ATTACHMENT:

UH Complaint Resolution Statement Form

¹Confidential – Any information relating to a patient or hospital business.

²Witness – Any active regular full-time, part-time or temporary employee or former employee who left the hospital in good standing. In some cases a witness could also be a visitor of the hospital with special information. Witnesses must have first-hand knowledge of the facts surrounding the issues. A witness will generally appear in person at a complaint proceeding. In certain situations, a witness may provide information by telephone conference. Written statements in lieu of personal appearances may be used. All written statements must be described in the witness' own words and signed by the witness.

³Response Day – A business day Monday through Friday excluding holidays following the issuance of a corrective action or meeting conducted at any given step. An individual has four (4) days following each step in the process in which to respond.

⁴Eligible Complaint - An employee may file a complaint regarding the issuance of an official Corrective Action.

- Corrective Action issued at the "Confirmation of Counseling" and "Warning" levels may only be taken to Step One of the Complaint Resolution Process.
- Only Corrective Actions issued at the "Final Warning," "Suspension" or "Discharge" level may be taken to Step Two.
- Corrective Action for attendance issues will not be considered eligible for this process when the department has applied UH policy correctly and consistently.

⁵Department Representative(s) – Management employee(s) who represent the department in the Complaint Resolution Process.

⁶Complaint Resolution Form – The form which an employee completes in order to begin the complaint resolution process. A Complaint Resolution Form must state the specific policy for which the corrective action was issued and explain the employee's issue.

⁷Peer Resolution Committee - The Peer Resolution Committee consists of two non-supervisory and one supervisory employees (director level or below), chosen from a committee pool. The Committee will function at Step Two of the process for the

purpose of resolving the complaint. Members of the Committee are appointed by the entity Human Resources Department.

Moderator – The Human Resources facilitator who acts as the monitoring non-voting member of the Peer Review Committee. This individual is responsible for presiding over the Step Two procedure. The Complaint Resolution Moderator's duties will be limited to instructing participants on procedural issues, interpretation of UH policy and procedures, and communicating the committee decisions to the HR representative(s). The Complaint Resolution Moderator will have final authority to decide procedural questions.

APPI (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	<u>7/27/16</u> Date
ATED BY PPG	<u>7-25-16</u> Date



Claims & Litigation Services
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February 4, 2021

VIA ELECTRONIC FILING

Eric Boerschinger
National Labor Relations Board
Region 18
Federal Office Building
212 3rd Avenue S, Suite 200
Minneapolis, MN 55401-2221

Re: University Hospitals Case No.
08-CA-270393

Dear Mr. Boerschinger:

This letter is in response to the request for documents from University Hospitals (“UH”) in response to the above-referenced unfair labor practice charges filed by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)¹ Specifically, you requested the following:

1. Copies of all documents in the Employer’s possession, from (b) (6), (b) (7)(C) 2020 to the present, that relate to job applications, interviews, online applications, and other attempts by (b) (6), (b) (7)(C) to seek employment with the Employer. In this regard, it is requested that the Employer provide all documents reflecting the Employer’s communications and deliberations regarding all attempts by (b) (6), (b) (7)(C) to seek employment with the Employer, including all notes, witness statements, memoranda, summaries or records of telephone conversations, summaries or records of personal conversations or interviews, e-mail messages, text messages, and other internal communications, regardless of the platform used to transmit such communications.

RESPONSE: Responsive documents are attached.

¹ The information in this correspondence is based upon University Hospitals’ preliminary investigation and reflects its understanding of the events relevant to your inquiry. This letter includes only information about which University Hospitals is aware at this time. University Hospitals reserves the right to supplement, modify, or amend the record at any time with additional or newly discovered information. Further, the information contained in this letter does not constitute a waiver of University Hospitals’ right to respond to and controvert the allegations in any charge filed by the Charging Party at a later date in any other forum or any other National Labor Relations Board proceeding.

Eric Boerschinger

February 4, 2021

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2. Copies of any lists of individuals who are considered ineligible to be hired by the Employer.

RESPONSE: (b) (6), (b) (7)(C) is eligible for rehire so this request is not relevant.

Should you need any additional information, please do not hesitate to reach out to me at your convenience.

Very truly yours,

/s/ Marcie Manson

Deputy General Counsel
University Hospitals

Name	Req. Identifier	Recruiter Name	System Title	Historical Status Motives	Manager Interviews	Submission Created Date	Current Status Start Date	Current Requisition Status	Filled by External or Internal candidate	Hired Candidate notes type
(b) (6), (b) (7)(C)				Does not meet required criteria for the role: Experience	0	7/24/2020 2:45:56 PM	7/27/2020 8:04:49 PM	Filled	External	None
				Other candidate selected	0	7/24/2020 3:32:06 PM	7/27/2020 4:33:05 AM	Sourcing		
				Other candidate selected	0	7/24/2020 3:32:59 PM	9/4/2020 10:30:40 PM	Filled	External	Recruiter
				Position cancelled	0	7/24/2020 3:34:03 PM	8/15/2020 3:49:03 AM	Canceled		
				Does not meet required criteria for the role: Experience	0	7/24/2020 3:34:50 PM	8/3/2020 6:10:10 PM	Filled	External	None
				Other candidate selected	0	7/24/2020 3:35:40 PM	7/31/2020 5:11:14 PM	Filled	External	Recruiter
				Does not meet required criteria for the role: Experience	0	7/24/2020 3:36:26 PM	7/24/2020 5:16:08 PM	Canceled		
				Other candidate selected	0	7/24/2020 3:43:49 PM	7/27/2020 3:29:38 PM	Filled	Internal	
				Other candidate selected	0	7/24/2020 3:44:49 PM	7/24/2020 11:44:19 PM	Filled	Internal	None
				Other candidate selected	0	7/24/2020 3:45:36 PM	7/27/2020 11:35:37 PM	Canceled		
				Does not meet required criteria for the role: Experience	0	8/15/2020 5:51:09 AM	8/18/2020 8:15:12 PM	Canceled		
				Other candidate selected	0	8/15/2020 5:57:06 AM	8/24/2020 11:40:12 PM	Filled	Internal	None
				Other candidate selected	0	8/24/2020 8:50:37 PM	8/31/2020 8:52:18 PM	Filled	Internal Transfer	Recruiter
				Does not meet required criteria for the role: Experience	0	8/24/2020 8:53:22 PM	10/19/2020 8:28:00 PM	Sourcing		
				Other candidates responded more timely	0	8/24/2020 8:56:31 PM	8/29/2020 1:05:13 AM	Filled	New hire	Recruiter
				Other candidate selected	0	8/24/2020 9:02:40 PM	11/3/2020 12:56:20 AM	Filled	External	Recruiter
				Other candidate selected	0	8/24/2020 9:04:05 PM	9/3/2020 4:57:17 PM	Filled	Internal	None
				Other candidate selected	0	8/24/2020 9:05:40 PM	8/31/2020 2:19:52 PM	Filled	External	Recruiter
				Other candidate selected	0	8/24/2020 9:07:07 PM	8/27/2020 11:54:08 PM	Filled	Internal	None
				Other candidate selected	0	8/24/2020 9:08:42 PM	8/26/2020 2:51:46 PM	Sourcing		
				Other candidate selected	0	10/6/2020 3:20:41 PM	11/2/2020 3:25:49 AM	Canceled		
				Other candidate selected	0	10/6/2020 3:25:44 PM	10/12/2020 11:41:31 PM	Canceled		
				Other candidate selected	0	10/6/2020 3:30:37 PM	10/27/2020 10:11:21 PM	Sourcing		
				Other candidate selected	0	10/6/2020 3:36:59 PM	10/12/2020 5:13:18 PM	Sourcing		
				Other candidate selected	0	10/6/2020 3:43:56 PM	10/7/2020 3:52:30 PM	Canceled		
				Transferred to another position	0	10/6/2020 3:45:48 PM	12/1/2020 5:06:50 PM	Canceled		
				Other candidate selected	0	10/20/2020 2:40:51 AM	11/2/2020 4:20:22 AM	Filled	New Hire	None
				Other candidate selected	0	10/20/2020 2:49:30 AM	10/22/2020 7:05:09 PM	Filled	Internal	Recruiter
				Other candidate selected	0	10/21/2020 9:05:13 PM	11/17/2020 7:52:55 PM	Sourcing		
				Other candidate selected	0	10/22/2020 8:23:26 PM	11/2/2020 10:51:07 PM	Filled	New hire	Recruiter
				Other candidate selected	0	11/5/2020 12:49:01 AM	11/5/2020 1:05:18 AM	Filled	New Hire	Recruiter

Name	Req. Identifier	Recruiter Name	System Title	Historical Status Motives	Manager Interviews	Submission Created Date	Current Status Start Date	Current Requisition Status	Filled by External or Internal candidate	Hired Candidate notes type
(b) (6), (b) (7)(C)				Other candidate selected	0	11/5/2020 1:07:10 AM	12/16/2020 2:46:34 PM	Sourcing		
				Other candidate selected	0	11/5/2020 1:11:54 AM	11/9/2020 11:02:54 PM	Sourcing		
				Other candidate selected	0	11/5/2020 1:20:34 AM	11/5/2020 1:57:23 AM	Sourcing		
				Other candidate selected	0	11/5/2020 1:23:10 AM	11/5/2020 1:26:43 AM	Filled	New Hire	None
				Other candidate selected	0	11/5/2020 1:30:22 AM	11/5/2020 1:57:53 AM	Filled	New Hire	None
				Other candidate selected	0	11/5/2020 1:32:00 AM	11/5/2020 1:58:21 AM	Filled	Internal	Recruiter
				Other candidate selected	0	11/5/2020 1:33:49 AM	12/16/2020 2:55:29 PM	Sourcing		
				Other candidate selected	0	11/16/2020 3:36:25 PM	11/30/2020 12:19:11 PM	Canceled		
				Other candidate selected	0	11/16/2020 3:40:52 PM	11/20/2020 12:26:30 PM	Sourcing		
				Other candidate selected	0	11/16/2020 9:54:50 PM	12/7/2020 8:16:54 PM	Sourcing		
				Other candidate selected	0	11/16/2020 10:01:14 PM	11/17/2020 12:26:40 AM	Filled	Internal	Recruiter
				Does not meet required criteria for the role: Experience	0	11/21/2020 3:37:10 PM	11/24/2020 7:05:10 PM	Sourcing		
				Does not meet required criteria for the role: Education	0	11/21/2020 3:39:10 PM	12/1/2020 2:55:45 AM	Sourcing		
				Other candidate selected	0	11/21/2020 3:42:12 PM	11/23/2020 5:39:13 PM	Sourcing		
				Other candidate selected	0	11/21/2020 3:43:24 PM	11/23/2020 6:09:28 PM	Sourcing		
				Does not meet required criteria for the role: Experience	0	11/21/2020 3:44:53 PM	11/23/2020 5:37:28 PM	Sourcing		
				Other candidate selected	0	11/28/2020 12:23:50 AM	12/2/2020 11:54:28 PM	Sourcing		
				Other candidate selected	0	11/28/2020 12:27:03 AM	11/30/2020 11:50:20 AM	Sourcing		
				Other candidate selected	0	12/1/2020 5:06:38 PM	12/6/2020 9:23:40 PM	Sourcing		
				Evaluated		12/12/2020 4:00:39 PM	12/15/2020 8:04:24 PM	Sourcing		
				Other candidate selected	0	12/16/2020 3:12:44 PM	12/17/2020 5:37:10 PM	Sourcing		
				Other candidate selected		12/29/2020 2:53:24 PM	12/29/2020 2:53:24 PM	Sourcing		
				Other candidate selected		12/29/2020 2:57:59 PM	12/29/2020 2:58:00 PM	Sourcing		
				Other candidate selected		12/29/2020 3:20:04 PM	12/29/2020 3:20:04 PM	Sourcing		
				Other candidate selected		12/29/2020 3:26:19 PM	12/29/2020 3:26:19 PM	Filled	External	Recruiter
				Other candidate selected		12/29/2020 3:29:16 PM	12/29/2020 3:29:16 PM	Sourcing		
				Other candidate selected	0	12/29/2020 5:05:07 PM	12/29/2020 6:58:48 PM	Sourcing		
				Other candidate selected		12/29/2020 5:20:58 PM	12/29/2020 5:20:59 PM	Filled	Internal	Recruiter

Candidate Name

(b) (6), (b) (7)(C)

General Profile - (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Latest Submission Medium
OnlineSource
UH Career SiteSource Type
Our Web SiteCreation Date
Jul 24, 2020Submission Type
External

History

Date	Events	Details	Comments	By
1900016H (Medical Tech (MLT/MT) Full Time Nights Blood Bank \$6K Bonus)				
Jul 28, 2020 2:29 PM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Medical Tech (MLT/MT) Full Time Nights Blood Bank \$6K Bonus		(b) (6), (b) (7)(C)
Jul 28, 2020 2:29 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jul 28, 2020, 2:29 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:38 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Medical Tech (MLT/MT) Full Time Nights Blood Bank \$6K Bonus		System
Jul 24, 2020 8:38 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:37 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
General Profile				
Jan 5, 2021 4:30 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 5, 2021 4:29 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 4, 2021 6:11 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 4, 2021 11:11 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Jan 4, 2021 10:40 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 3, 2021 7:35 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 3, 2021 4:27 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 3, 2021 4:06 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 2, 2021 2:53 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jan 2, 2021 2:43 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 31, 2020 11:16 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 31, 2020 11:11 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 30, 2020 11:27 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 30, 2020 9:10 AM	Correspondence sent	Share Candidate Notification - Link to Access Shared Candidate Information - (b) (6), (b) (7)(C) has shared candidate information with you.		System
Dec 29, 2020 9:02 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 29, 2020 8:54 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 28, 2020 9:00 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 27, 2020 2:56 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Dec 27, 2020 1:20 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 27, 2020 1:05 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 22, 2020 1:33 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 22, 2020 1:00 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 22, 2020 12:45 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 22, 2020 12:07 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 21, 2020 2:23 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 20, 2020 1:49 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 20, 2020 1:49 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 20, 2020 1:37 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 18, 2020 12:13 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 18, 2020 12:13 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 18, 2020 11:04 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 17, 2020 11:43 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 17, 2020 2:24 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 17, 2020 2:13 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Dec 17, 2020 8:46 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 16, 2020 10:07 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 16, 2020 9:18 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 1:33 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 3:08 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 3:02 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 2:56 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 2:24 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 12:26 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 12:23 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 15, 2020 12:23 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 14, 2020 4:46 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 14, 2020 1:03 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 14, 2020 5:26 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 13, 2020 8:19 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 12, 2020 12:39 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Dec 12, 2020 12:23 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 11, 2020 10:02 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 11, 2020 9:48 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 11, 2020 9:37 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 10, 2020 8:28 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 10, 2020 2:05 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 10, 2020 1:55 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 9, 2020 7:02 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 8, 2020 10:29 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 8, 2020 5:46 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 7, 2020 3:12 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 7, 2020 1:56 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 7, 2020 1:56 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 7, 2020 2:08 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 7, 2020 12:45 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 7, 2020 12:40 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Dec 4, 2020 4:39 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 4, 2020 8:42 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 3, 2020 8:29 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 3, 2020 3:53 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 3, 2020 10:59 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 3, 2020 10:56 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 2, 2020 2:21 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 2, 2020 12:16 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 2, 2020 10:04 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 2, 2020 9:53 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 2, 2020 12:56 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 1, 2020 11:05 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 1, 2020 9:42 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Dec 1, 2020 9:05 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 30, 2020 3:21 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 30, 2020 12:51 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 30, 2020 1:53 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 29, 2020 9:09 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 29, 2020 8:14 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 29, 2020 7:15 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 28, 2020 1:34 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 27, 2020 6:14 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 27, 2020 6:06 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 25, 2020 4:48 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 25, 2020 9:10 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 25, 2020 2:16 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 25, 2020 1:37 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 25, 2020 12:24 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 25, 2020 12:19 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 24, 2020 7:00 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 24, 2020 5:42 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 24, 2020 2:58 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 24, 2020 12:15 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 23, 2020 8:59 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 23, 2020 8:44 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 23, 2020 2:19 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 23, 2020 2:01 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 22, 2020 10:54 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 22, 2020 10:54 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 22, 2020 10:42 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 22, 2020 10:42 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 21, 2020 2:54 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 21, 2020 2:30 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 20, 2020 2:00 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 20, 2020 1:34 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 20, 2020 1:16 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 20, 2020 11:44 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 20, 2020 9:00 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 19, 2020 10:51 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 18, 2020 10:46 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 18, 2020 2:04 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 18, 2020 1:02 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 18, 2020 8:55 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 18, 2020 8:41 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 18, 2020 4:25 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 18, 2020 1:44 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 17, 2020 10:28 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 16, 2020 4:29 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 16, 2020 4:19 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 16, 2020 4:02 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 16, 2020 3:51 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 15, 2020 7:29 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 15, 2020 7:29 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 15, 2020 4:01 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 15, 2020 4:01 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 15, 2020 3:46 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 14, 2020 1:17 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 13, 2020 1:58 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 13, 2020 9:59 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 11, 2020 9:26 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 11, 2020 11:22 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 11, 2020 11:16 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 9, 2020 6:20 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 9, 2020 4:47 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:20 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 2:59 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 1:05 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:51 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:50 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:37 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 6, 2020 12:36 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:25 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:24 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:14 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 6, 2020 12:14 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 5, 2020 4:06 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 5, 2020 4:06 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 5, 2020 11:45 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 5, 2020 7:26 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 5, 2020 3:06 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 4, 2020 2:18 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 4, 2020 12:44 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 4, 2020 10:05 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 4, 2020 9:46 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 4, 2020 7:59 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 4, 2020 1:19 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 3, 2020 7:23 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Nov 2, 2020 2:08 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 29, 2020 12:28 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 27, 2020 2:40 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 27, 2020 1:20 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 27, 2020 1:03 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 27, 2020 8:59 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 27, 2020 8:55 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 26, 2020 10:06 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 26, 2020 9:54 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 26, 2020 9:54 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 26, 2020 1:28 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 24, 2020 12:12 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 23, 2020 4:26 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 23, 2020 11:02 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 23, 2020 12:24 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Oct 22, 2020 11:42 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 22, 2020 6:35 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 21, 2020 7:42 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 21, 2020 7:23 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 21, 2020 3:10 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 21, 2020 12:12 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 21, 2020 12:11 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 21, 2020 9:02 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 20, 2020 9:59 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 19, 2020 3:33 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 19, 2020 3:33 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 19, 2020 7:59 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 19, 2020 7:15 AM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Oct 5, 2020 5:27 PM	Correspondence sent	Job Posting Notification - Job Posting Notification		(b) (6), (b) (7)(C)
Jul 24, 2020 8:23 AM	Submitted profile	External (External) The general profile is complete		Candidate
Jul 24, 2020 7:45 AM	Profile process - Start	selfRegister The general profile is incomplete		Candidate

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
200006P0 (Filled - Environmental Service Worker III Floor Care - Cleveland Medical Center - Full Time - Evening Shift)				
Jul 27, 2020 1:05 PM	Correspondence sent	UHHS Decline Candidate New DNM - UH Job Update Environmental Service Worker III Floor Care - Cleveland Medical Center - Full Time - Evening Shift		(b) (6), (b) (7)(C)
Jul 27, 2020 1:04 PM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience, Event date: Jul 27, 2020, 1:04 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:23 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Environmental Service Worker III Floor Care - Cleveland Medical Center - Full Time - Evening Shift		System
Jul 24, 2020 8:23 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 7:45 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200003RL (FT Night and Weekend Information Intake Specialist. LOCATED IN AURORA)				
Jul 26, 2020 9:33 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: FT Night and Weekend Information Intake Specialist. LOCATED IN AURORA		(b) (6), (b) (7)(C)
Jul 26, 2020 9:33 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jul 26, 2020, 9:32 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:32 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - FT Night and Weekend Information Intake Specialist. LOCATED IN AURORA		System
Jul 24, 2020 8:32 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:32 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
2000066P (Step Up to UH - Environmental Services)				
Aug 14, 2020 9:02 PM	Correspondence sent	Step Up to UH - Environmental Services - August cohort was postponed. Notified candidates of the delay.	August cohort was postponed. Notified candidates of the delay.	(b) (6), (b) (7)(C)
Aug 14, 2020 8:49 PM	Status changed to Reject Candidate in step New	Position cancelled, Event date: Aug 14, 2020, 8:48 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 9:38 AM	Status changed to Evaluated in step New	Event date: Jul 24, 2020, 9:37 AM	no info session email was sent due to candidate applying 15 mins before last session.	(b) (6), (b) (7)(C)
Jul 24, 2020 8:34 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Step Up to UH - Environmental Services		System
Jul 24, 2020 8:34 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:34 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000059B (FILLED - Technologist Lab - Dermatology)				
Sep 4, 2020 3:31 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Technologist Lab - Dermatology		(b) (6), (b) (7)(C)
Sep 4, 2020 3:30 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Sep 4, 2020, 3:30 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 2:14 PM	Status changed to Evaluated in step New	Event date: Jul 24, 2020, 2:14 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:33 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Technologist Lab - Dermatology		System
Jul 24, 2020 8:33 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:32 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000063R (Filled - HR Portal Specialist)				
Aug 3, 2020	Correspondence sent	UHHS_Decline_Candidate_Post_Review_R		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
11:10 AM		Resume - UH Job Update HR Portal Specialist		
Aug 3, 2020 11:10 AM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience, Event date: Aug 3, 2020, 11:09 AM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:35 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - HR Portal Specialist		System
Jul 24, 2020 8:35 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:34 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200004YW (FILLED Clinical Research Regulatory Specialist I)				
Jul 31, 2020 10:12 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Clinical Research Regulatory Specialist I		(b) (6), (b) (7)(C)
Jul 31, 2020 10:11 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jul 31, 2020, 10:11 AM		(b) (6), (b) (7)(C)
Jul 27, 2020 6:51 PM	Correspondence sent	Share Candidate Notification - Link to Access Shared Candidate Information (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) has shared candidate information with you.		System
Jul 27, 2020 6:35 PM	Status changed to Evaluated in step New	Event date: Jul 27, 2020, 6:37 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:36 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Clinical Research Regulatory Specialist I		System
Jul 24, 2020 8:36 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:35 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000047N (Canceled - Environmental Service Worker III-Floor Care, Richmond Medical Center- Full Time, Day Shift)				

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Jul 24, 2020 10:16 AM	Correspondence sent	UHHS Decline Candidate New DNM - UH Job Update Environmental Service Worker III-Floor Care, Richmond Medical Center- Full Time, Day Shift		(b) (6), (b) (7)(C)
Jul 24, 2020 10:16 AM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience, Event date: Jul 24, 2020, 10:16 AM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:37 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Environmental Service Worker III-Floor Care, Richmond Medical Center- Full Time, Day Shift		System
Jul 24, 2020 8:37 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:36 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200003S0 (Filled - Quality Assurance Specialist, Stem Cell Transplant)				
Jul 27, 2020 8:29 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Quality Assurance Specialist, Stem Cell Transplant		(b) (6), (b) (7)(C)
Jul 27, 2020 8:29 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jul 27, 2020, 8:29 AM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:44 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Quality Assurance Specialist, Stem Cell Transplant		System
Jul 24, 2020 8:44 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:43 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200005OA (FILLED - Patient Access Representative II Psychiatry)				
Jul 24, 2020 4:44 PM	Correspondence sent	UHHS Decline Other Candidate Selected - J		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		ob Update: Patient Access Representative II Psychiatry		
Jul 24, 2020 4:44 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jul 24, 2020, 4:43 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:45 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Patient Access Representative II Psychiatry		System
Jul 24, 2020 8:45 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:44 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
19000BIT (Senior Scheduling Coordinator Psychiatry)				
Jul 27, 2020 4:35 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Senior Scheduling Coordinator Psychiatry		(b) (6), (b) (7)(C)
Jul 27, 2020 4:35 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jul 27, 2020, 4:35 PM		(b) (6), (b) (7)(C)
Jul 24, 2020 8:46 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Senior Scheduling Coordinator Psychiatry		System
Jul 24, 2020 8:46 AM	Applied online	External (External) The submission is complete		Candidate
Jul 24, 2020 8:45 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000075G (Canceled - Environmental Service Worker III Floor Care - Cleveland Medical Center - Full Time - Night Shift)				
Aug 18, 2020 1:15 PM	Correspondence sent	UHHS Decline Candidate New DNM - UH Job Update Environmental Service Worker III Floor Care - Cleveland Medical Center - Full Time - Night Shift		(b) (6), (b) (7)(C)
Aug 18, 2020 1:15 PM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience,		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		Event date: Aug 18, 2020, 1:15 PM		
Aug 14, 2020 10:52 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Environmental Service Worker III Floor Care - Cleveland Medical Center - Full Time - Night Shift		System
Aug 14, 2020 10:52 PM	Applied online	External (External) The submission is complete		Candidate
Aug 14, 2020 10:51 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200006VM (Filled-Material Distribution Tech)				
Aug 24, 2020 4:40 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Aug 24, 2020, 4:40 PM		(b) (6), (b) (7)(C)
Aug 14, 2020 10:58 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Material Distribution Tech		System
Aug 14, 2020 10:58 PM	Applied online	External (External) The submission is complete		Candidate
Aug 14, 2020 10:57 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200007EP (FILLED: Patient Access Representative I - Variable Shifts)				
Aug 31, 2020 1:52 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Patient Access Representative I - Float, Variable Shifts		(b) (6), (b) (7)(C)
Aug 31, 2020 1:52 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Aug 31, 2020, 1:52 PM		(b) (6), (b) (7)(C)
Aug 24, 2020 1:52 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Patient Access Representative I - Float, Variable Shifts		System

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Aug 24, 2020 1:52 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 1:50 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200006LF (Research Community Outreach Coordinator)				
Oct 19, 2020 1:28 PM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience, Event date: Oct 19, 2020, 1:27 PM		(b) (6), (b) (7)(C)
Sep 15, 2020 7:01 AM	Status changed to Evaluated in step New	Event date: Sep 15, 2020, 7:00 AM		(b) (6), (b) (7)(C)
Aug 24, 2020 1:54 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Research Community Outreach Coordinator		System
Aug 24, 2020 1:54 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 1:53 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000059X (FILLED Clinical Research Specialist I - Clinical Trials Unit)				
Nov 2, 2020 6:57 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Clinical Research Specialist I - Clinical Trials Unit		(b) (6), (b) (7)(C)
Nov 2, 2020 6:56 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 2, 2020, 6:56 PM		(b) (6), (b) (7)(C)
Aug 25, 2020 6:07 PM	Status changed to Evaluated in step New	Event date: Aug 25, 2020, 6:08 PM		(b) (6), (b) (7)(C)
Aug 24, 2020 2:03 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Clinical Research Specialist I - Clinical Trials Unit		System
Aug 24, 2020 2:03 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 2:02 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
2000059W (FILLED Clinical Research Specialist I - Clinical Trials Unit)				
Aug 31, 2020 7:23 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Clinical Research Specialist I - Clinical Trials Unit		(b) (6), (b) (7)(C)
Aug 31, 2020 7:19 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Aug 31, 2020, 7:19 AM		(b) (6), (b) (7)(C)
Aug 25, 2020 6:06 PM	Status changed to Evaluated in step New	Event date: Aug 25, 2020, 6:07 PM		(b) (6), (b) (7)(C)
Aug 24, 2020 2:06 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Clinical Research Specialist I - Clinical Trials Unit		System
Aug 24, 2020 2:06 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 2:05 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200006V0 (Clinical Research Data Specialist I - Urology)				
Sep 3, 2020 9:58 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Clinical Research Data Specialist I - Urology		(b) (6), (b) (7)(C)
Sep 3, 2020 9:57 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Sep 3, 2020, 9:58 AM		(b) (6), (b) (7)(C)
Aug 25, 2020 6:23 PM	Status changed to Evaluated in step New	Event date: Aug 25, 2020, 6:24 PM		(b) (6), (b) (7)(C)
Aug 24, 2020 2:05 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Clinical Research Data Specialist I - UHMSO Urology		System
Aug 24, 2020 2:05 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 2:04 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000061J (FILLED - Behavioral Clinic Support Specialist - Peds Psychology)				

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Aug 27, 2020 4:54 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Behavioral Clinic Support Specialist - Peds Psychology		(b) (6), (b) (7)(C)
Aug 27, 2020 4:54 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Aug 27, 2020, 4:53 PM		(b) (6), (b) (7)(C)
Aug 24, 2020 2:08 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Behavioral Clinic Support Specialist - Peds Psychology		System
Aug 24, 2020 2:08 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 2:07 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200007JM (FILLED- Academic Education Coordinator - Psychiatry)				
Aug 28, 2020 6:05 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Academic Education Coordinator - Psychiatry		(b) (6), (b) (7)(C)
Aug 28, 2020 6:05 PM	Status changed to Reject Candidate in step New	Other candidates responded more timely, Event date: Aug 28, 2020, 6:05 PM		(b) (6), (b) (7)(C)
Aug 24, 2020 1:57 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Academic Education Coordinator - Psychiatry		System
Aug 24, 2020 1:57 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 1:56 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000061Z (FILLED Medical Tech (MLT/MT) - Bonus)				
Aug 26, 2020 7:52 AM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Medical Tech (MLT/MT) - Bonus		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Aug 26, 2020 7:51 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Aug 26, 2020, 7:51 AM		(b) (6), (b) (7)(C)
Aug 24, 2020 2:09 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - M edical Tech (MLT/MT) - Bonus		System
Aug 24, 2020 2:09 PM	Applied online	External (External) The submission is complete		Candidate
Aug 24, 2020 2:08 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000919 (Med Tech (MLT/MT) Cleveland)				
Nov 1, 2020 9:26 PM	Correspondence sent	UHHS_Decline_Cand idate_Post_Review_R esume - UH Job Upda te Med Tech (MLT/MT) Cleveland		(b) (6), (b) (7)(C)
Nov 1, 2020 9:25 PM	Status changed to Reject Candidate	Other candidate selected, Event date: Nov 1, 2020, 9:25 PM		(b) (6), (b) (7)(C)
Oct 6, 2020 8:24 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - M ed Tech (MLT/MT) Cl eveland		System
Oct 6, 2020 8:24 AM	Applied online	External (External) The submission is complete		Candidate
Oct 6, 2020 8:20 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200007CQ (FILLED: Lab Client Service Rep - Every Other Weekend: 2nd Shift)				
Oct 27, 2020 4:11 PM	Correspondence sent	UHHS_Decline_Cand idate_Post_Review_R esume - UH Job Upda te Lab Client Service Rep - Every Other We ekend: 2nd Shift		(b) (6), (b) (7)(C)
Oct 27, 2020 4:11 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Oct 27, 2020, 4:11 PM		(b) (6), (b) (7)(C)
Oct 6, 2020 8:32 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank you for your interest - Lab Call Center/Clie nt Service Rep - Every		System

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		Other Weekend: 2nd Shift		
Oct 6, 2020 8:32 AM	Applied online	External (External) The submission is complete		Candidate
Oct 6, 2020 8:30 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200008O7 (Medical Tech// HLA Lab Evenings Bonus)				
Oct 7, 2020 8:52 AM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Medical Tech// HLA Lab Evenings Bonus		(b) (6), (b) (7)(C)
Oct 7, 2020 8:52 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Oct 7, 2020, 8:52 AM		(b) (6), (b) (7)(C)
Oct 6, 2020 8:45 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Medical Tech// HLA Lab Evenings Bonus		System
Oct 6, 2020 8:45 AM	Applied online	External (External) The submission is complete		Candidate
Oct 6, 2020 8:43 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200007CG (Med Tech (MLT/MT) Bedford Part-time Evenings Bonus)				
Oct 12, 2020 10:13 AM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Med Tech (MLT/MT) Bedford Bonus		(b) (6), (b) (7)(C)
Oct 12, 2020 10:13 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Oct 12, 2020, 10:13 AM		(b) (6), (b) (7)(C)
Oct 6, 2020 8:38 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Med Tech (MLT/MT) Bonus		System
Oct 6, 2020 8:38 AM	Applied online	External (External) The submission is complete		Candidate
Oct 6, 2020 8:36 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
20000917 (Lab Client Service Rep - Warrensville Heights: PRN)				
Oct 12, 2020 4:41 PM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Lab Client Service Rep - Warrensville Heights: PRN		(b) (6), (b) (7)(C)
Oct 12, 2020 4:41 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Oct 12, 2020, 4:41 PM		(b) (6), (b) (7)(C)
Oct 6, 2020 8:26 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Lab Client Service Rep - Warrensville Heights: PRN		System
Oct 6, 2020 8:26 AM	Applied online	External (External) The submission is complete		Candidate
Oct 6, 2020 8:25 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000838 (Tech 1 Biomed Engineering- UH Cleveland Medical Center-Full Time, Evening Shift)				
Dec 1, 2020 11:06 AM	Status changed to Reject Candidate in step New	Transferred to another position, Event date: Dec 1, 2020, 11:06 AM		(b) (6), (b) (7)(C)
Oct 7, 2020 2:27 PM	Status changed to Evaluated in step New	Event date: Oct 7, 2020, 2:26 PM		(b) (6), (b) (7)(C)
Oct 6, 2020 8:46 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Tech 1 Biomed Engineering- UH Cleveland Medical Center-Full Time, Evening Shift		System
Oct 6, 2020 8:46 AM	Applied online	External (External) The submission is complete		Candidate
Oct 6, 2020 8:45 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200004VK (Financial Clearance Representative Highland Hills)				
Oct 22, 2020 12:05 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Financial Clearance Representative Highland Hills		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Oct 22, 2020 12:05 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Oct 22, 2020, 12:05 PM		(b) (6), (b) (7)(C)
Oct 19, 2020 7:50 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - F inancial Clearance Re presentative Highland Hills		System
Oct 19, 2020 7:50 PM	Applied online	External (External) The submission is complete		Candidate
Oct 19, 2020 7:49 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009V1 (FILLED Laboratory Technician - Histology)				
Nov 1, 2020 10:20 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 1, 2020, 10:20 PM		(b) (6), (b) (7)(C)
Oct 19, 2020 7:47 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - L aboratory Technician - Histology		System
Oct 19, 2020 7:47 PM	Applied online	External (External) The submission is complete		Candidate
Oct 19, 2020 7:40 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009QQ (FILLED Lab Billing Processor Full-time Days Cleveland)				
Nov 17, 2020 1:52 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 17, 2020, 1:52 PM		(b) (6), (b) (7)(C)
Oct 21, 2020 2:07 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - L ab Processor Full-time Days Cleveland		System
Oct 21, 2020 2:07 PM	Applied online	External (External) The submission is complete		Candidate
Oct 21, 2020 2:05 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200008LZ (FILLED: Patient Access Representative I - Sat/Sun Nights)				

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 2, 2020 4:51 PM	Correspondence sent	UHHS Decline Other Candidate Selected - J ob Update: Patient Ac cess Representative I - Sat/Sun Nights		(b) (6), (b) (7)(C)
Nov 2, 2020 4:51 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 2, 2020, 4:51 PM		(b) (6), (b) (7)(C)
Oct 22, 2020 1:25 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - P atient Access Repres entative I - Sat/Sun N ights		System
Oct 22, 2020 1:25 PM	Applied online	External (External) The submission is complete		Candidate
Oct 22, 2020 1:23 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009QB (FILLED Patient Support Advocate Specialty Pharmacy)				
Dec 16, 2020 8:46 AM	Correspondence sent	UHHS Decline Other Candidate Selected - J ob Update: Patient Su pport Advocate Specia lty Pharmacy		(b) (6), (b) (7)(C)
Dec 16, 2020 8:46 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Dec 16, 2020, 8:46 AM		(b) (6), (b) (7)(C)
Nov 5, 2020 7:11 AM	Status changed to Evaluated in step New	Event date: Nov 5, 2020, 7:11 AM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:09 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - P atient Support Advocat e Specialty Pharmacy		System
Nov 4, 2020 7:09 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 7:07 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000055M (Patient Support Advocate Specialty Pharmacy)				
Dec 16, 2020 8:56 AM	Correspondence sent	UHHS Decline Other Candidate Selected - J ob Update: Patient Su pport Advocate Specia lty Pharmacy		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Dec 16, 2020 8:55 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Dec 16, 2020, 8:55 AM		(b) (6), (b) (7)(C)
Nov 5, 2020 7:12 AM	Status changed to Evaluated in step New	Event date: Nov 5, 2020, 7:12 AM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:35 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - P atient Support Advocat e Specialty Pharmacy		System
Nov 4, 2020 7:35 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 7:33 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009OL (Information Intake Specialist/ Call Center- AURORA- Full time- Weekday hours 4:30pm-5:00am- Weekend hours 12p-12:30am.)				
Nov 4, 2020 7:57 PM	Correspondence sent	UHHS_Decline_Cand idate_Post_Review_R esume - UH Job Upda te Information Intake S pecialist/ Call Center- AURORA- Full time- Weekday hours 4:30p m-5:00am- Weekend hours 12p-12:30am.		(b) (6), (b) (7)(C)
Nov 4, 2020 7:57 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 4, 2020, 7:54 PM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:22 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - In formation Intake Speci alist/ Call Center- AUR ORA- Full time- Week day hours 4:30pm-5:0 0am- Weekend hours 12p-12:30am.		System
Nov 4, 2020 7:22 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 7:20 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009XV (FILLED- Information Intake Specialist/ Call Center- AURORA- Every Weekend Only- 12 hour shifts- Saturday's & Sunday's)				
Nov 4, 2020 7:26 PM	Correspondence sent	UHHS_Decline_Cand idate_Post_Review_R		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		Resume - UH Job Update Information Intake Specialist/ Call Center- AURORA- Every Weekend Only- 12 hours shifts- Saturday's & Sunday's		
Nov 4, 2020 7:26 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 4, 2020, 7:26 PM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:24 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Information Intake Specialist/ Call Center- AURORA- Every Weekend Only- 12 hour shifts- Saturday's & Sunday's		System
Nov 4, 2020 7:24 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 7:23 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000710 (FILLED- Information Intake Specialist/ Call Center- AURORA- PRN- 12 hour shift on Saturday's)				
Nov 4, 2020 7:58 PM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Information Intake Specialist/ Call Center- AURORA- PRN- 12 hour shift on Saturday's		(b) (6), (b) (7)(C)
Nov 4, 2020 7:57 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 4, 2020, 7:57 PM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:31 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Information Intake Specialist/ Call Center- AURORA- PRN- 12 hours shift on Saturday's		System
Nov 4, 2020 7:31 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 7:30 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009VB (FILLED- Research Assistant I- Children's Services Admin-Full time- Cleveland)				

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 4, 2020 7:58 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 4, 2020, 7:58 PM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:33 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank you for your interest - Research Assistant I- Children's Services A dmin-Full time- Clevel and		System
Nov 4, 2020 7:33 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 7:32 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200006WT (FILLED- Clinical Data Analyst- Rainbow Quality-Cleveland- Full time)				
Nov 4, 2020 7:05 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 4, 2020, 7:05 PM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:03 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - C linical Data Analyst- R ainbow Quality-Clevel and- Full time		System
Nov 4, 2020 7:03 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 6:49 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000ACB (Data Scientist)				
Nov 9, 2020 5:02 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 9, 2020, 5:02 PM		(b) (6), (b) (7)(C)
Nov 4, 2020 7:13 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - D ata Scientist		System
Nov 4, 2020 7:13 PM	Applied online	External (External) The submission is complete		Candidate
Nov 4, 2020 7:11 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000A8F (Med Tech (MLT/MT) Core Lab Cleveland Part Time Days Bonus)				
Nov 30, 2020	Correspondence sent	UHHS_Decline_Cand idate_Post_Review_R		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
6:20 AM		Resume - UH Job Update Med Tech (MLT/MT) Core Lab Cleveland Part Time Days Bonus		
Nov 30, 2020 6:19 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 30, 2020, 6:19 AM		(b) (6), (b) (7)(C)
Nov 16, 2020 9:39 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Med Tech (MLT/MT) Core Lab Cleveland Part Time Days Bonus		System
Nov 16, 2020 9:39 AM	Applied online	External (External) The submission is complete		Candidate
Nov 16, 2020 9:36 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
2000089M (FILLED Senior Clinical Laboratory Provider Relations Specialist)				
Nov 20, 2020 6:26 AM	Correspondence sent	UHHS Decline Candidate New DNM - UH Job Update Senior Clinical Laboratory Provider Relations Specialist		(b) (6), (b) (7)(C)
Nov 20, 2020 6:26 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 20, 2020, 6:26 AM		(b) (6), (b) (7)(C)
Nov 16, 2020 9:42 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Senior Clinical Laboratory Provider Relations Specialist		System
Nov 16, 2020 9:42 AM	Applied online	External (External) The submission is complete		Candidate
Nov 16, 2020 9:40 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200005VC (FILLED- Scheduling Coordinator- Pediatric Dental- Full time- Days- Cleveland)				
Nov 16, 2020 6:26 PM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Scheduling Coordinator- Pediatric Dental- Full time- Days- Cleveland		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Nov 16, 2020 6:26 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 16, 2020, 6:26 PM		(b) (6), (b) (7)(C)
Nov 16, 2020 4:04 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - S cheduling Coordinator- Pediatric Dental- Full t ime- Days- Cleveland		System
Nov 16, 2020 4:04 PM	Applied online	External (External) The submission is complete		Candidate
Nov 16, 2020 4:01 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009Q9 (Scheduling Coordinator II -- Psychiatry)				
Dec 7, 2020 2:17 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Scheduli ng Coordinator II -- Ps ychiatry		(b) (6), (b) (7)(C)
Dec 7, 2020 2:16 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Dec 7, 2020, 2:16 PM		(b) (6), (b) (7)(C)
Nov 19, 2020 10:31 AM	Correspondence sent	Share Candidate Notif ication - Link to Acces s Shared Candidate In formation - Katherine C. Hackett has shared candidate information with you.		System
Nov 19, 2020 10:27 AM	Status changed to Evaluated in step New	Event date: Nov 19, 2020, 10:26 AM		(b) (6), (b) (7)(C)
Nov 16, 2020 3:58 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - S cheduling Coordinator II -- Psychiatry		System
Nov 16, 2020 3:58 PM	Applied online	External (External) The submission is complete		Candidate
Nov 16, 2020 3:54 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200008TE (Revenue Cycle Specialist Senior Highland Hills)				
Nov 23, 2020 11:38 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Revenue		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		Cycle Specialist Senior		
Nov 23, 2020 11:37 AM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience, Event date: Nov 23, 2020, 11:37 AM		(b) (6), (b) (7)(C)
Nov 21, 2020 9:46 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Revenue Cycle Specialist Senior		System
Nov 21, 2020 9:46 AM	Applied online	External (External) The submission is complete		Candidate
Nov 21, 2020 9:44 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200008Y2 (FILLED Customer Service Billing Representative Highland Hills)				
Nov 23, 2020 11:39 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 23, 2020, 11:39 AM		(b) (6), (b) (7)(C)
Nov 21, 2020 9:43 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Customer Service Billing Representative		System
Nov 21, 2020 9:43 AM	Applied online	External (External) The submission is complete		Candidate
Nov 21, 2020 9:42 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000AJI (Call Center Workforce Scheduling Analyst, Central Scheduling)				
Nov 24, 2020 1:05 PM	Correspondence sent	UHHS Decline Candidate New DNM - UH Job Update Call Center Workforce Scheduling Analyst, Central Scheduling		(b) (6), (b) (7)(C)
Nov 24, 2020 1:05 PM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience, Event date: Nov 24, 2020, 1:04 PM		(b) (6), (b) (7)(C)
Nov 21, 2020 9:39 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Call Center Workforce S		System

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		cheduling Analyst, Central Scheduling		
Nov 21, 2020 9:39 AM	Applied online	External (External) The submission is complete		Candidate
Nov 21, 2020 9:37 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200008CX (Research Associate - HVI Core Lab)				
Nov 30, 2020 8:56 PM	Correspondence sent	UHHS Decline Candidate New DNM - UH Job Update Research Associate - HVI Core Lab		(b) (6), (b) (7)(C)
Nov 30, 2020 8:55 PM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Education, Event date: Nov 30, 2020, 8:55 PM		(b) (6), (b) (7)(C)
Nov 21, 2020 9:40 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Research Associate - HVI Core Lab		System
Nov 21, 2020 9:40 AM	Applied online	External (External) The submission is complete		Candidate
Nov 21, 2020 9:39 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000938 (Revenue Cycle Specialist II Highland Hills)				
Nov 23, 2020 12:09 PM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Revenue Cycle Specialist II		(b) (6), (b) (7)(C)
Nov 23, 2020 12:09 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 23, 2020, 12:09 PM		(b) (6), (b) (7)(C)
Nov 21, 2020 9:44 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Revenue Cycle Specialist II		System
Nov 21, 2020 9:44 AM	Applied online	External (External) The submission is complete		Candidate
Nov 21, 2020 9:43 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
20000A65 (Laboratory Reporting Analyst)				
Dec 2, 2020 5:54 PM	Correspondence sent	UHHS_Decline_Candidate_Post_Review_Resume - UH Job Update Laboratory Operations Analyst		(b) (6), (b) (7)(C)
Dec 2, 2020 5:54 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Dec 2, 2020, 5:54 PM		(b) (6), (b) (7)(C)
Nov 27, 2020 6:26 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Laboratory Operations Analyst		System
Nov 27, 2020 6:26 PM	Applied online	External (External) The submission is complete		Candidate
Nov 27, 2020 6:23 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000A63 (FILLED Medical Tech(MT/MLT) Core Lab 40 hrs Evenings BONUS)				
Nov 30, 2020 5:50 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Medical Tech(MT/MLT) Core Lab 40 hrs Evenings BONUS		(b) (6), (b) (7)(C)
Nov 30, 2020 5:50 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Nov 30, 2020, 5:50 AM		(b) (6), (b) (7)(C)
Nov 27, 2020 6:28 PM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Medical Tech(MT/MLT) Core Lab 40 hrs Evenings BONUS		System
Nov 27, 2020 6:28 PM	Applied online	External (External) The submission is complete		Candidate
Nov 27, 2020 6:27 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000BL4 (Tech 1 Biomed Engineering- UH Cleveland Medical Center-Full Time, Evening Shift)				
Dec 6, 2020 3:24 PM	Correspondence sent	UHHS_Decline_Candidate_New - UH Job Update Tech 1 Biomed Engineering- UH Cleveland Medical Center		(b) (6), (b) (7)(C)

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		-Full Time, Evening Shift		
Dec 6, 2020 3:23 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Dec 6, 2020, 3:23 PM		(b) (6), (b) (7)(C)
Dec 1, 2020 11:06 AM	Candidate matched	Candidate has been matched to requisition but not notified The submission is complete		(b) (6), (b) (7)(C)
Dec 1, 2020 11:06 AM	Application process - Start	Profile process - Start The submission is incomplete		(b) (6), (b) (7)(C)
20000BA1 (Image Analyst I)				
Dec 16, 2020 9:21 AM	Correspondence sent	Share Candidate Notification - Link to Access Shared Candidate Information (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) has shared candidate information with you.		System
Dec 15, 2020 2:04 PM	Status changed to Evaluated in step New	Event date: Dec 15, 2020, 2:04 PM		(b) (6), (b) (7)(C)
Dec 12, 2020 10:05 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Image Analyst I		System
Dec 12, 2020 10:05 AM	Applied online	External (External) The submission is complete		Candidate
Dec 12, 2020 10:00 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000BAS (FILLED Health Information Specialist Cleveland Evenings)				
Dec 17, 2020 11:37 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Health Information Specialist Cleveland Evenings		(b) (6), (b) (7)(C)
Dec 17, 2020 11:37 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Dec 17, 2020, 11:37 AM		(b) (6), (b) (7)(C)
Dec 16, 2020 9:15 AM	Correspondence sent	UHHS External Acknowledgement - Thank you for your interest - Health Information Specialist Cleveland Evenings		System

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Dec 16, 2020 9:15 AM	Applied online	External (External) The submission is complete		Candidate
Dec 16, 2020 9:12 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000BQM (Pharmacy Billing Clerk)				
Jan 6, 2021 7:20 PM	Correspondence sent	UHHS Decline Other Candidate Selected - J ob Update: Pharmacy Billing Clerk		(b) (6), (b) (7)(C)
Jan 6, 2021 7:15 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jan 6, 2021, 7:15 PM		(b) (6), (b) (7)(C)
Dec 29, 2020 8:56 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - P harmacy Billing Clerk		System
Dec 29, 2020 8:56 AM	Applied online	External (External) The submission is complete		Candidate
Dec 29, 2020 8:53 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000AWO (Revenue Cycle Specialist II Part Time Highland Hills)				
Jan 6, 2021 10:58 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Revenue Cycle Specialist II Part Time Highland Hills		(b) (6), (b) (7)(C)
Jan 6, 2021 10:56 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jan 6, 2021, 10:56 AM		(b) (6), (b) (7)(C)
Dec 29, 2020 8:59 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - R evenue Cycle Special ist II Part Time Highla nd Hills		System
Dec 29, 2020 8:59 AM	Applied online	External (External) The submission is complete		Candidate
Dec 29, 2020 8:57 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009GH (Revenue Cycle Specialist II)				

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
Jan 6, 2021 11:12 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jan 6, 2021, 11:12 AM		(b) (6), (b) (7)(C)
Dec 29, 2020 9:23 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - R evenue Cycle Special ist II		System
Dec 29, 2020 9:23 AM	Applied online	External (External) The submission is complete		Candidate
Dec 29, 2020 9:20 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009GC (FILLED: Supervisor, Revenue Cycle, PreCert - Highland Hills)				
Jan 11, 2021 2:30 PM	Correspondence sent	UHHS Decline Other Candidate Selected - J ob Update: Superviso r, Revenue Cycle, Pre Cert - Highland Hills		(b) (6), (b) (7)(C)
Jan 11, 2021 2:30 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jan 11, 2021, 2:30 PM		(b) (6), (b) (7)(C)
Dec 29, 2020 9:28 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - S upervisor, Revenue C ycle, PreCert - Highla nd Hills		System
Dec 29, 2020 9:28 AM	Applied online	External (External) The submission is complete		Candidate
Dec 29, 2020 9:26 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000A6M (Customer Service Billing Representative Highland Hills)				
Jan 5, 2021 1:33 PM	Correspondence sent	UHHS Decline Other Candidate Selected - J ob Update: Customer Service Billing Repres entative Highland Hills		(b) (6), (b) (7)(C)
Jan 5, 2021 1:33 PM	Status changed to Reject Candidate in step New	Does not meet required criteria for the role: Experience, Event date: Jan 5, 2021, 1:33 PM		(b) (6), (b) (7)(C)
Dec 29, 2020 9:33 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - C ustomer Service Billin		System

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
		g Representative High land Hills		
Dec 29, 2020 9:33 AM	Applied online	External (External) The submission is complete		Candidate
Dec 29, 2020 9:29 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
20000B60 (FILLED Med Tech (MLT/MT) Cleveland Full Time Nights BONUS)				
Dec 29, 2020 12:58 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Dec 29, 2020, 12:58 PM		(b) (6), (b) (7)(C)
Dec 29, 2020 11:07 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - M ed Tech (MLT/MT) Cle veland Full Time Nigh ts BONUS		System
Dec 29, 2020 11:07 AM	Applied online	External (External) The submission is complete		Candidate
Dec 29, 2020 11:05 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200005DX (FILLED Research Finance Specialist I - Center for Clinical Research)				
Jan 4, 2021 8:54 AM	Correspondence sent	UHHS Decline Other Candidate Selected - Job Update: Research Finance Specialist I - Center for Clinical Re search		(b) (6), (b) (7)(C)
Jan 4, 2021 8:53 AM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jan 4, 2021, 8:52 AM		(b) (6), (b) (7)(C)
Jan 4, 2021 8:52 AM	Status changed to Evaluated in step New	Event date: Jan 4, 2021, 8:52 AM		(b) (6), (b) (7)(C)
Dec 29, 2020 11:22 AM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - R esearch Finance Spec ialist I - Center for Clin ical Research		System
Dec 29, 2020 11:22 AM	Applied online	External (External) The submission is complete		Candidate
Dec 29, 2020 11:20 AM	Application process - Start	Profile process - Start The submission is incomplete		Candidate

Candidate Name

(b) (6), (b) (7)(C)

Date	Events	Details	Comments	By
20000C42 (FILLED: Lab Client Service Rep - Every Other Weekend: 2nd Shift - See Training Requirements)				
Jan 7, 2021 12:43 PM	Correspondence sent	UHHS_Decline_Cand idate_Post_Review_R esume - UH Job Upd ate Lab Client Service Rep - Every Other W eekend: 2nd Shift - S ee Training Requirem ents		(b) (6), (b) (7)(C)
Jan 7, 2021 12:42 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jan 7, 2021, 12:42 PM		(b) (6), (b) (7)(C)
Jan 2, 2021 9:21 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - L ab Client Service Rep - Every Other Weeken d: 2nd Shift - See Trai ning Requirements		System
Jan 2, 2021 9:21 PM	Applied online	External (External) The submission is complete		Candidate
Jan 2, 2021 9:18 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate
200009IU (Lab Client Services - Part Time Evenings)				
Jan 6, 2021 2:40 PM	Correspondence sent	UHHS_Decline_Cand idate_Post_Review_R esume - UH Job Upda te Lab Client Services - Part Time Evenings		(b) (6), (b) (7)(C)
Jan 6, 2021 2:39 PM	Status changed to Reject Candidate in step New	Other candidate selected, Event date: Jan 6, 2021, 2:39 PM		(b) (6), (b) (7)(C)
Jan 2, 2021 9:26 PM	Correspondence sent	UHHS External Ackno wledge ment - Thank y ou for your interest - L ab Client Services - P art Time Evenings		System
Jan 2, 2021 9:26 PM	Applied online	External (External) The submission is complete		Candidate
Jan 2, 2021 9:23 PM	Application process - Start	Profile process - Start The submission is incomplete		Candidate



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
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Milwaukee, WI 53203-2246

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Telephone: (414)297-3861
Fax: (414)297-3880

March 26, 2021

Marcie Manson, Deputy General Counsel
University Hospitals
Claims & Litigation Services
Management Services Center
3605 Warrensville Center Road - LL 9115
Shaker Heights, OH 44122

Re: University Hospitals Health System
Case 08-CA-270393

Dear Ms. Manson:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Benjamin Mandelman

BENJAMIN MANDELMAN
Acting Regional Director

cc:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)